

Clough Harris Limited proposed new updated Corporate and Social Responsibility Policy

At Clough Harris Limited, we are committed to conducting our business in a responsible and sustainable manner that contributes positively to society and the environment. We recognise our corporate and social responsibilities and strive to integrate ethical, environmental, and social considerations into all aspects of our operations.

Our Corporate and Social Responsibility Policy is guided by the following principles:

1. **Ethical Business Practices:** We are committed to upholding the highest standards of ethical conduct in all our business activities. We adhere to legal and regulatory requirements, promote integrity, honesty, and transparency, and avoid engaging in unethical practices such as bribery, corruption, or discrimination.
2. **Environmental Stewardship:** We are dedicated to minimising our environmental impact and promoting sustainability. We strive to reduce our carbon footprint, conserve natural resources, and minimise waste generation through efficient resource management, recycling initiatives, and the adoption of sustainable practices.
3. **Community Engagement:** We actively engage with the communities in which we operate and strive to make positive contributions to their well-being. We support local initiatives, charitable organisations, and community projects that address social issues, promote education, health, and welfare, and enhance the quality of life for community members.
4. **Employee Well-being:** We value our employees as our most valuable asset and are committed to ensuring their health, safety, and well-being. We provide a safe and inclusive working environment, promote diversity, equality, and respect, and invest in training, development, and employee welfare programmes to support their personal and professional growth.
5. **Human Rights:** We respect and uphold the fundamental human rights of all individuals, both within our organisation and throughout our supply chain. We are committed to ensuring that our business operations do not infringe upon human rights, and we prohibit any forms of forced labour, child labour, discrimination, or other human rights abuses.
6. **Supplier Relations:** We maintain transparent and ethical relationships with our suppliers and partners. We seek to work with suppliers who share our values and commitment to responsible business practices, including adherence to labour rights, environmental regulations, and ethical sourcing standards.
7. **Stakeholder Engagement:** We recognise the importance of engaging with our stakeholders, including customers, investors, employees, suppliers, and the wider community. We value their input, feedback, and concerns and strive to maintain open and transparent communication channels to address their needs and expectations.

8. **Continuous Improvement:** We are committed to continuously reviewing and improving our corporate and social responsibility practices. We set measurable objectives and targets, monitor our performance, and seek opportunities for innovation and improvement to drive positive change and create long-term value for all stakeholders.

By adhering to this Corporate and Social Responsibility Policy, Clough Harris Limited aims to demonstrate leadership in corporate citizenship, promote sustainable development, and contribute to the well-being of society and the environment.

This Corporate and Social Responsibility Policy is communicated to all employees, stakeholders, and interested parties and is publicly available on our website.